

LLOYD L. BYARS

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SECOND BUSINESS ADDRESS

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PRESENT OCCUPATION:

Arbitrator and Professor Emeritus at the Georgia Institute of Technology

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators (NAA) (Member 1996 -Present)
Served as Chair of the Southeast Region of NAA (2004-2007)
American Arbitration Association

EDUCATION:

PhD	Business Administration	Georgia State University
MSIM	Industrial Management	Georgia Institute of Technology
BEE	Electrical Engineering	Georgia Institute of Technology

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1. Arbitrated labor and employment cases in both the private and public sector from 1971 to present.
2. Taught labor relations and personnel at both the graduate and undergraduate level at two major universities - Georgia State University and Georgia Institute of Technology.
3. Arbitrated cases in Central America, Europe, and the Caribbean.

PUBLISHED BOOKS AND LABOR ARBITRATION CASES:

1. Has over eighty (80) cases published in Labor Arbitration Awards, Labor Arbitration Reports, and in other labor relations journals.
2. Textbook entitled Human Resource Management, 9th edition, McGraw-Hill Book Co., 2008
3. Textbook entitled Management: Skills and Application, 12th edition, McGraw-Hill Book Co., 2007.
4. The two textbooks have been used in over 400 colleges and universities. Both textbooks have been translated into Spanish and Chinese for international use.

ARBITRATION ROSTERS:

American Arbitration Association
Federal Mediation and Conciliation Service
National Mediation Board

ARBITRATED CASES IN THE FOLLOWING INDUSTRIES:

Aerospace, Airlines, Agriculture, Automotive, Bakery, Beverage, Brewery, Cement, Chemicals, Communication,

Education, Electrical Equipment/Appliance, Entertainment/Arts, Federal Sector Grievance, Feed /Fertilizer, Food (Manufacturing/Processing/Service), Foundry, Glass/Pottery, Health Care, Hospital/Nursing Home, Iron, Machinery, Maritime, Meatpacking, Metal Fabrication, Office Workers/Clerical, Packaging, Paint/Varnish, Petroleum/Petrochemicals, Plastics, Police/Fire Fighters, Printing/Publishing, Public Sector Grievance, Pulp/Paper, Rubber/Tire, Stone/Quarry, Transportation, Trucking, Storage, Utilities, Warehousing.

ARBITRATED CASES INVOLVING THE FOLLOWING ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (Off-Duty/Personal), Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination (Age, Disability, Race, Sex), Drug/Alcohol Offenses, Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation), Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes (Lockouts, Work Stoppages, Slowdowns), Subcontracting/Contracting Out, Union Security, Wages (Cost of Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay), Working Hours/Schedules/Assignments, Working Conditions, Violence or Threats.

SERVED ON THE FOLLOWING PANELS:

AK Steel Corporation and IAM Local Lodge 1943 (Ohio); AT & T and Communication Workers of America; Bell South and Communication Workers of America; Fort Myers Beach Fire Control District and International Association of Fire Fighters; PEMCO and United Automobile Workers; Social Security Administration and American Federation of Government Employees; U. S. Postal Service and National Association of Letter Carriers; U. S. Postal Service and National Rural Letter Carriers Association; U. S. Postal Service and National Postal Mail Handlers Union; U. S. Postal Service and American Postal Workers Union; Vestal Manufacturing and USWA; Veteran's Administration and American Federation of Government Employees.

FEES

Per Diem Fee: \$1,000

Cancellation Fee (See Below)

Grievance Arbitration: The fee is \$1000.00 per day for hearing, study, and preparation of the award. A hearing day is any portion of a day up to eight (8) hours. Time for study and preparation is prorated.

Cancellation or Postponement Policy: If the scheduled hearing is postponed or canceled with notice of less than four calendar weeks (28 days), a one day per diem fee (\$1000.00) will be charged. For hearings scheduled for two days or more, a notice of six (6) calendar weeks (42) days) applies.

Interest and Employment Arbitration: Arbitrator charges \$1000 per day (for up to 8 hours). Time for research and preparation is prorated at \$125.00/hour.

Travel Time: Arbitrator charges per diem fee for any portion of a travel day up to eight hours. Fee is prorated for travel time over eight hours at \$125.00/hour.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food and lodging. Automobile mileage is charged at the applicable IRS expense rate. Arbitrator charges a fixed fee of \$100 for expenses such as copying, phone, and clerical assistance.